



KOROWA

ANGLICAN GIRLS' SCHOOL



2021 ANNUAL REPORT

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MESSAGE FROM THE *Principal*

2021 brought another year of lockdowns, isolation and learning online. Over many months of social isolation, we all had to make personal sacrifices in the interests of the common good. Our community acted kindly, compassionately and respectfully towards each other. We made a swift move to Distance Learning in response to the many snap lockdowns announced at short notice and then experienced several months of working and learning from home during Term 3. Teachers built on the experience of 2020 to refine approaches and adjust to teaching online. Many online initiatives such as Cripps Community days, parent events and pop up parenting sessions helped our community remain connected and engaged with Korowa. The return to school in Term 4 was challenging in many ways as we negotiated new management and operating procedures to provide a safe environment for students to attend school.

The past two years have been particularly difficult for students in Years 11 and 12 who were forced to complete their entire VCE years with much of the time spent in lock down and learning online. We are extremely inspired by the resilience they have shown and the excellent VCE results they achieved.

Korowa maintains its record as one of the top performing independent girls' schools in the state and this is a credit to our students, staff and the supportive community we have that encourages personal best.

Hugh Mackay social researcher and author of *The Kindness Revolution*, reflects on the challenges we faced during the last two years of upheaval and the questions many of us have asked; "What really matters to me? Am I living the kind of life I want? What sort of society do I want us to become?" These are questions our students ask and it has prompted many students to engage with local and global issues of importance.

The students of Korowa are members of the generation of young people who care deeply about issues, such as homelessness, long-term unemployment, climate change and racism. I have been impressed by the way that our students' approach is always to judge the world in terms of how to apply kindness as the first step in doing something to make a difference. I believe that kindness will be the legacy of the young of today and Korowa will only become an even better place for their impact. Hugh Mackay, writes, "to be kind – always and to everyone – is to be fully, gloriously human, and every act of kindness is one more step towards a better society."

2021 saw several student led initiatives, such as the launch of the EAL Speech Competition and the diversity and inclusivity research project with the University of Melbourne. Year 8 students led an initiative to become one of a growing number of Girl Up clubs across the world; all part of a global movement to inspire a generation of girls to be a force for gender equality and social change.

In the Junior School, we had Year 5 students creating a podcast, addressing the ways in which human, social resilience and adaptation parallels that of the natural environment. Their podcast is called *Rising Up*. How the world shows resilience? The Korowa spirit has not diminished over the past two years of lockdowns. Ours is a courageous spirit, one characterised by taking a stand, stepping up and making a difference. Not only is this who we are now, but it defines Korowa through history.

Work continued throughout 2021 to ensure the timely completion of our major capital projects. We were able to establish our presence on the Yarra River with the Korowa River Campus. This purpose built facility will become not only a home for Rowing at Korowa, but also provide a base for other experiential learning opportunities. Significant progress was made on the Sports and Wellbeing Centre and plans for new programs are well under way as the year draws to a close. 2021 saw the Korowa School Council offer the inaugural Sports Scholarship for entry into Year 7. This scholarship will be awarded to a student who demonstrates an outstanding commitment to her chosen sport, demonstrating the way in which sport contributes to overall positive health and wellbeing.

Over the past six years as Principal of Korowa, I have had the pleasure of meeting hundreds of Korovians at reunions, dinners and a range of events; universally they stand out. Korovians are interesting people, who have opinions and aren't afraid to express them. They are down to earth, relaxed, fun to be around, confident in their own identity and not impacted by fear of failure or judgement. They have for the most part made their own futures. I express my deepest gratitude to the Korovian Club for inviting me to join their ranks as an Honorary Korovian. There is a unique spirit characterised by courage embedded in service to others. I believe it is this spirit that has kept us strong through our most difficult times.

As 2021 draws to a close, I say farewell to Korowa and thank the School Council, students, staff and community for their support and friendship over my time as the ninth Principal of Korowa. It has been a privilege to serve this outstanding School and as I return home to my family in NSW, I will take only fond memories of my time at Korowa. I know Korowa will continue to thrive and enjoy future success for many years to come.

HELEN CARMODY
PRINCIPAL



MESSAGE FROM THE *Council Chair*

We all thought that 2021 was going to be different, a new year, getting back to life and of course school; instead it was once again an incredibly challenging time for the entire School community. The previous year had taught us all to expect the unexpected and to remain nimble and prepared to alter course on a daily basis. Once again, we were forced to embrace these skills and adapt to lockdowns, isolation and online learning.

As a Council we have continued to support and acknowledge the incredible work and effort required of the Executive - together with the leadership team - to support the staff, students and the wider community through this period of change and uncertainty.

We started the year optimistically and were thrilled to welcome our new families and students, and although our annual cocktail evening(s) looked a little different, it reinforced to the Council and School Executive how important it is for Korowa to remain an integral part of people's social and support network.

The Council continued to support the Executive on a number of key initiatives;

- Work continued on the new Sports and Wellbeing Centre, and while there was a brief period of lockdown for the construction industry and restrictions on numbers on site, delays have been minimal.
- The new River Campus was completed in conjunction with Wesley College. This facility provides Korowa with an opportunity to expand our outdoor education offering and rowing program, and gives Korowa a prominent position on the Yarra River.
- Work commenced on a new Science laboratory for the Junior School which was open for student use in the first weeks of 2022.
- A number of key new staff members were appointed to assist with the rollout of new outdoor education programs and marketing initiatives, as well as a new focus on improving the school's sports program. Not many schools of our size can boast of having World, Olympic and Commonwealth Champions on their staff, and we are incredibly proud of our faculty.
- Demographic mapping work was completed to better understand our enrolment potential, identify target markets and allowed us to consider how we are currently placed in conjunction with the demographic make-up of our catchment area.
- The transitioning of the School from face-to-face learning to a distance learning environment and back multiple times throughout the year was very successful and we received positive feedback from families who felt well supported throughout the year.
- A great deal of work was undertaken to re-engage with Alumni and acknowledge the important part they play in Korowa's history and future.
- Korowa was recognised as one of Australia and New Zealand's Best Places to Work making the prestigious annual list, published by The Australian Financial Review and Boss Magazine.
- Korowa was selected for The Educator's Employer of Choice 2021 list.

The School Council has played an important role in supporting the Executive considering the enormous issues they have dealt with over the preceding 12 months; this role will continue into the foreseeable future. Focus will remain on student and staff welfare whilst exploring new education initiatives.

With great sadness but deep gratitude, we said farewell and thanked Helen Carmody, Korowa's ninth Principal for her service and achievements in her time at Korowa. As Chair of the Board, and as a past parent, I have had the pleasure of working closely with Helen and I would personally like to thank her for the outstanding contribution she has made to Korowa. Commencing in 2016, Helen led the Korowa community with vision, integrity, empathy and energy.

We were delighted to end 2021 with the appointment of Narelle Umbers as Interim Principal, as we commenced the process of recruiting a new Principal for Korowa. Narelle's past roles in leadership actively reflects a philosophy that is aligned with Korowa's - respecting our student-centred approach, academic excellence, offering a broad and diverse co-curricular program, and nurturing a culture focused on student wellbeing and community.

There are exciting times ahead for Korowa as we open the new Sports and Wellbeing Centre in 2022.

The challenge in front of us now is to ensure all of our stakeholders embrace the physical and cultural changes at the School, and that we continue working on new relationships with the entire Korowa Community as we re-engage after two years of lockdowns.



STUART MAJOR
CHAIR OF THE COUNCIL



OUR *Students*

At Korowa we recognise that every child is an individual, with their own particular passions, needs, strengths and interests. We celebrate and support our students' unique attributes and embrace their diverse backgrounds and experiences which contribute to the richness of our community.

Our students were born in more than 22 countries, their parents have come from even more countries. At home our students speak more than 24 languages.

Each day our students travel to Korowa for School from more than 60 postcodes across Melbourne.

31.58% of our current students have a previous connection to Korowa.

Student Attendance

From ELC – Year 12, over 760 students attend Korowa each day. Attendance is recorded and managed by teachers in the Synergetic attendance management system.

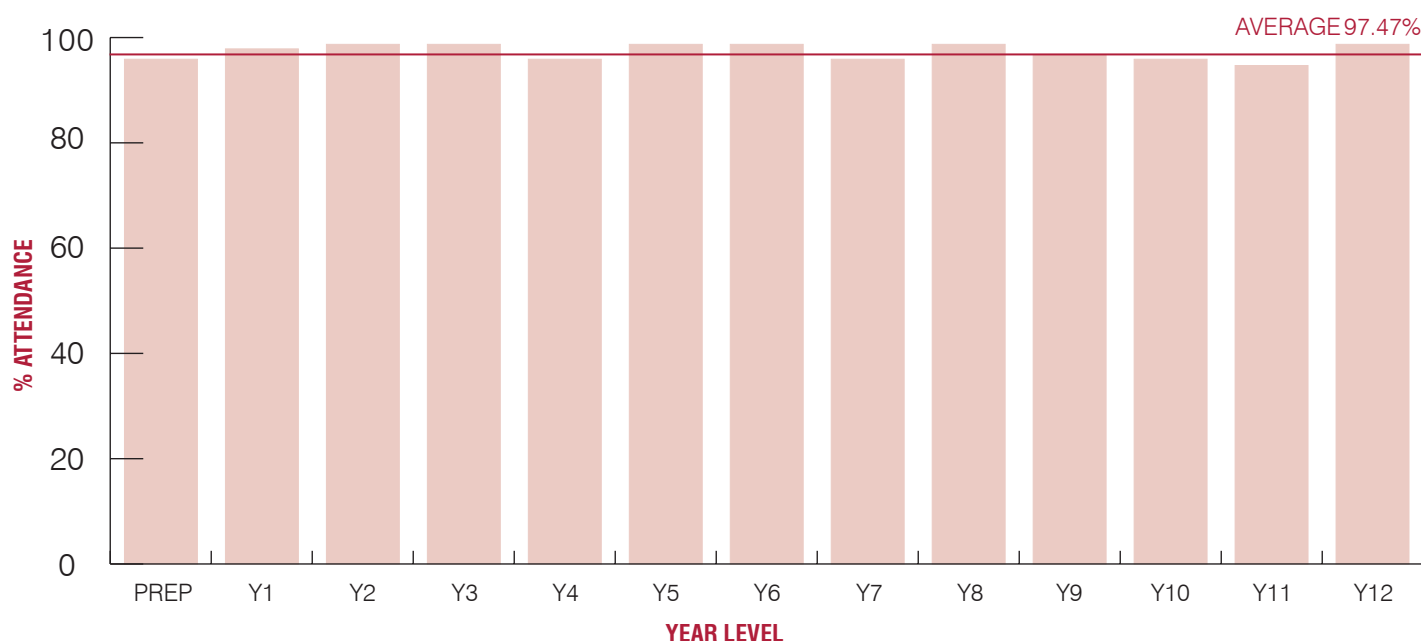
In the Junior School, teachers record student attendance at the beginning of the day and after lunch. If a student is absent from School and the School has not been informed of the reason for the absence, the student's parents/guardians are contacted.

In the Senior School, teachers record student attendance each lesson. If a student is marked absent for their first two periods and the School has not been informed of the reason for the student's absence, then the student's parents/guardians are contacted. Absences that occur after this time are managed on a case by case basis.

All late arrivals and early leavers sign in or out at Junior School Reception (Junior School students) or Student Services (Senior School). Parents of students who are leaving early must notify the School before the student can sign out of the School. Alternatively, students can be in the presence of a parent/guardian when signing out of the School. Students who are unwell are assessed by the School Nurse, who determines whether the student should be collected by a parent/guardian. Students who demonstrate persistent absence and/or lateness are supported by the relevant staff member, according to principles outlined in the Korowa Student Behaviour Management Policy.

During periods of lockdown when we moved to Distance Learning, attendance daily records continued to be maintained via the Synergetic database as per the directions of the DET.

2021 Attendance Rates





OUR *Community*

Korowa is an open entry school where diversity is celebrated. We welcome students from all backgrounds – cultural, socio economic and religious. Our community is made up of current parents, students, staff, Korovians - our past students, as well as past parents, School Council, Foundation members, volunteers and our generous donors. It is the people who make Korowa a special place. It is a place where people feel connected, they feel that they belong and want to participate as a member of the community by attending events, reunions, concerts, information sessions and supporting their child's interests.

Korowa's School Council includes of a number of members from our community who volunteer their time and expertise to support the School to ensure it is well-managed and that its operations are successful. It must do all things necessary to ensure that the School meets its objectives as set out in the School's Constitution. Its role is to govern the School, not to be involved in its day-to-day management.

Total Numbers in our Community



763
STUDENTS



1484
CURRENT
PARENTS



11,183
ALUMNI



146
STAFF
(FULL AND PART TIME)

COMMUNITY Satisfaction

Parent Satisfaction

Parents feel a high level of satisfaction when their child is happy and safe; where they feel they belong, are connected and supported; and where staff provide help and support for all students, regardless of their abilities. They also seek a school where their children have access to appropriate resources, including ICT, and are well prepared for the transition to the next school year.

Korowa is committed to providing our community with access to a range of renowned experts in their fields through various programs that both engage and equip our parents with the knowledge and the skills to best support their children. The guidance provided by these experts has been greatly appreciated by the community as highlighted by the feedback received.

One example was the Peggy Orenstein webinar hosted by Korowa, and shared with the broader community. Peggy is an acclaimed expert on the challenges facing teens – and their parents as they come of age in today's society. Over 700 people registered to attend this webinar, confirming that we want to know more and we want to understand how we can support our children.

Feedback included:

There was so much valuable information and advice imparted.

There were just so many powerful points.

Everything was pertinent.

This was the best presentation I have seen in my 15 years as a parent to school age children both here and in the USA. Brilliant!

Our experiences during Distance Learning have allowed us to explore and plan different approaches to how we innovate in the way we communicate and connect with our community. Pre-recorded presentations and online parent teacher interviews have increased access and flexibility for parents and families while reducing impacts on learning time for students. Feedback gathered from surveys and interactions from parents have, and will continue to inform, our communication processes.

Overall feedback from surveys conducted around the delivery of online parent teacher interviews and Distance Learning was overwhelmingly positive and included comments as followed:

Excellent idea and virtual communication made it even more flexible for working parents.

We appreciated more options for time availability for interviews and that the students did not lose time at school.

Excellent idea. Give students more learning time and parents greater flexibility. Thank you.

Your aim was successful. We found the whole process very easy to work with,

We liked how the girls did not miss any school curriculum time in order to allocate parent/teacher interviews, so this process, works really well for us.

I was satisfied with the flexibility of the appointments. It meant we could find times that fit in with our hectic family schedule.

I prefer this to the old face-to-face model which was less flexible.

“I am glad to have made the friendships that I have and discover my passions and talents here, so I will definitely miss it, but I’m also excited for the road ahead.”

YEAR 12 STUDENT, 2021

Student Satisfaction

Across the school there are a number of informal opportunities for students to share feedback with staff regarding their Korowa experience, both during Distance Learning and face to face.

It is this information from interactions with students, parents and staff that has continued to inform our decisions made particularly in relation to learning and wellbeing, as well as future planning beyond 2021.

All students from Years 4-12 participated in weekly 'Pulse' wellbeing surveys administered by Educator Impact, and students in Years 9-12 completed Mission Australia's Youth Survey. The students' thoughtful responses informed both our wellbeing practices and the implementation of Korowa's Mental Health Strategy as well as the introduction of a wellbeing dashboard.

Year 12 students also completed an Exit Survey and rated these as their top three elements at Korowa:

- Teachers set high standards
- Encouraged to be responsible for my own learning
- Access to quality materials and resources

Staff Satisfaction

This year was a challenging year, with staff required to be onsite for face to face teaching and also distance learning. Staff showed themselves to be professional and resilient in the face of these challenges and our students have benefitted from their calm and supportive approach.

Throughout 2021, staff were invited to complete the Staff Pulse survey once per week. The results showed that staff were able to bounce back when faced with the pressures of Distance Learning, and working from home and returning to School.

Throughout the year staff expressed gratitude for the support and feedback they received throughout the year.

OUR Staff

Korowa's staff, both teaching and non-teaching, once again proved their agility and dedication to our students in what was another challenging year. Students continued to receive an excellent educational program regardless of being in the classroom or in distance learning.

Korowa was highly ranked in the 2021 AFR Best Places to Work – Government, Education and Not-For-Profit list and the only school from nearly 1000 nominated organisations.

Korowa has been selected for The Educator's Employer of Choice 2021 list. This is a fantastic achievement and shows that we are one of the best schools to work for in Australia.

Breakdown of staff (full-time and part-time only)

		FULL-TIME		PART-TIME		ABORIGINAL AND TORRES STRAIT ISLANDERS
	Total No.	No.	%	No.	%	No.
Female	123	92	63%	31	21%	0
Male	23	18	12%	5	3%	0
Total Staff	146					

Executive

Principal

Helen Carmody
DipTeach, GradDipEd(Comp), MA(eLearn),
MACE, MACEL, GAICD

Deputy Principal

Liana Gooch
BA, DipEd

Director of Business

Robert Konoroth
Cert(Governance), Dip(Accounting), BBus, CPA

Head of Junior School

Joanne Barker
DipTeach(Prim), BEd(Prim)

Director of People and Culture

Susan Coates
CPHR, BAppMan, AdvDipMan, DipHRM,
DipMan, CertIVTAE

Leadership

Director of Enrolments

Mandy Andrews
Cert(HRTTrain), CertIV(BusAdmin), Dip(Hotel-
Man), CertIVTAE

Risk and Compliance Coordinator

Jill Forsyth
BLaw, BA

Director of Marketing and Communications

Jane Grijl
BBus(Mktg)

Director of Community Engagement

Sharyn Hanly
CertIII(Bus), DipBus

Finance Manager

Hayley Rogers
BEco, Bcomm, CPA

Head of Senior Years

Karlie Stocker
BPhysEd

Head of Cripps

Kate Tanner
BA, GradDip(Choreography), MChor, GradDipEd,
CertIVTAE

Heads of Year

Head of Year 12

Niki Cook
BA(Hons), DipEd

Head of Year 11

Ashmini Edwards
BA, MEd

Head of Year 10

Shelby Versa
BTchg(Secondary), BA

Head of Year 9

Natalie Ward
BA, DipEd, MMus, CertIV Training
and Assessment

Head of Cripps/ Head of Year 8

Kate Tanner
BA, GradDip(Choreography), MChor, GradDipEd,
CertIVTAE

Head of Year 7 / Gifted and Talented Coordinator

Alicia Mein
BA, BEd(Hons)

Years 3 - 6 Coordinator

Miranda Otter-Barry
BA(Hons) Writing, Directing and Performance,
PGCE Upper Primary (UK)

Early Years Coordinator

Kerry Irvine
Early Years Coordinator

Heads of Department

Head of English

Frosso Dawod
BA, DipEd, MA

Head of Mathematics

Kelly Sharp
BSc, GradDipEd, MEd

Head of Performing Arts Senior School

Adam Starr
BA, BTeaching

Head of Languages

Dianne Tamburro
BA, DipEd, GradDipAppLing

Head of Science

Pramana Tedjosiswoyo
BSci, MTeach

Head of Physical Education

Peta Yeo
BSocSci(PE), GradDipEd

Head of Humanities

Nicola Devlin
BA, Bcommerce, Bteach, CertClinicalTchingAs-
sessment

Key Roles

Careers Counsellor

Louise Blennerhassett
GradCertCareersEd, Bcomm

Coordinator of School Operations

Alisha Brown
BInfoTech, CertIII(Info)

Head of Outdoor Education

Sharon Cox

Property Manager

Damian Dwyer
Carpentry

Lead Librarian

Natalie Elliott
BInfoStud(Librarianship)

School Psychologist

Danielle Forjan
MPsych (Educational and Developmental),
BPsych

EAL Support Teacher

Rebecca Gillies
BBusSt, CertIVTAE, GradDipEd

International Student Coordinator

Alexandra Jackson
AdvDipTeach(English,Music)

Director of Sport

Chris Jones
BAAppliedScience(Physical Education), Cert IV
WTA

Director of Netball

Shelly O'Donnell
CertIVAssWorkTrain, CoachingAdvancedLevel2

Junior School Performing Arts Coordinator

Anna Pilcher
BTeach, BMus

Alumni Manager

Ian Robertson
BA (Hons), DipEd, MACE

Director of Rowing

Jane Robinson
BAppSci(Hort), DipComm(Events Mgmt), NCAS
L3 Rowing Coach

School Counsellor

Elizabeth Spurling
BA, BSocialWork

Head of Houses

Megan Supple
BHealthPhyEd, CertIIIISportRec

ELC Coordinator

Andrea Werkmeister
BDesign, MTeach(EarlyChildhoodPrim)

Learning Support Coordinator

Shannon Whithouse
BEd

School Chaplain

Kirsten Winkett
BA(Youth Affairs), GradDip(Theology)

IT Manager

Leon Yudko
BEng, MCompSci

Teaching Staff

Teacher

Elmarie Agenbag
BAccSci, GradDipEd

Teacher

Kate Banks
BPerfArts, MTeach

Teacher

Julie Beer
BBus, GradDipTeach(Primary), MTeach

Teacher

Jessica Chalk
BPodiatry, BTeach, BA

Teacher

Gayle Dolgoy
BA (Hons) Applied Linguistics, GradDipED, MA
(Applied Linguistics)

Teacher

Candice Egan
BA, Bteach(Secondary)

Teacher

Emma Ford
BA, GradDipEd, Mteach, MEd(Student Well-being)

Teacher

Laura Furze
BArts, HonBArts, MTeach

Teacher

Kim Graham
BED

Teacher

Katherine Guagas
BEc, DipEd

Teacher

Christie Han
BA, BEng, AdvDipTrans, GradDipEd, MEd(Trans-
lation)

Teacher

Kim Harris
DipTchg, BEd(Psych)

Teacher

Nina Harrison
DipPrimTchg, GradDip(SpecEd), MEd

Teacher

Louise Hatton
BEEd(Prim), GradDip(Early Childhood)

Teacher

Angus Hawkes
BEEd, GradCertEd(Leadership)

Teacher

Fen Hu
BC(Foreign Students), MTransStu,
MTeach(underway)

Teacher

Emma Humphrey
BTeach, BA

Teacher

Rachel Huntington
BA(French), DipTeach

Teacher

Antoinette Kennedy
BA(Hons), GradDip(Secondary), Grad-
CertTESOL, GradCert(French2ndLang), Grad-
Cert(FrenchLang, Civilisation)

Teacher

Emily Kent
BA, BEd(German)

Teacher

Michael Key
BSc, GradDipTeach(Sec), MTeach

Teacher

Paul Kupsch
BArts, MTeach

Teacher

Claudia Leahy
BBus, GradDipTeach(Primary)

Teacher

Jo Lombardo
BEEd(ArtCraft), DipIllusPhoto(FineArt), Ad-
vDip(DesIntMed), CertIII(Media)

Teacher

Mary McDonald
BPubRel, BEd

Teacher

Lucinda McGrath
BTeach (Early Childhood)

Teacher

Susie McKenzie
BEEd(Early Childhood), Dip(Childrens Services)

Teacher

Kate McLennan
BEEd(Primary), PostGrad Cert In Education
Studies (IB), MEd

Teacher

Carolyn Mittra
BEd

Teacher

Arthur Moore
BA, Hons BA(Politics), MStrategicStud, Grad-
DipEd, MTeach(Secondary)

Teacher

Lauren Morecroft
BAppSci

Teacher

Andrew Murray
BCommerce, BAntarctic Science, Mteach

Teacher

Thanh Nguyen
BSc, BEd, BComm

Teacher

Trang Nguyen
BEng, MEd(Mathematics and Physics)

Teacher

Zowie O'Neill
BEEd(Science)

Teacher

Miranda Otter-Barry
BA(Hons) Writing, Directing and Performance,
PGCE Upper Primary (UK)

Teacher

Nick Pacitti
BSc, GradDipEd, GradDipArts

Teacher

Xenia Pappas
BEEd, GradDipEd(Gifted)

Teacher

Kymberley Peace
MEd, BAFineArts, DipEdSecEd

Teacher

Eloise Pirie
BA, BEngineering, GradDip, CertIVTAE

Teacher

Mihaela Popa
BEEd, DipEd

Teacher

Jessica Robinson
BA, MTeach(Secondary)

Teacher

Lisa Rush
BAppSci(PE)

Teacher

Elizabeth Ryan
BEEd(Primary)

Teacher

Amelda Scott
BEEd(Maths, Chem, Biol), AdvGradDip(IT)

Teacher

Eri Shinagawa
BA, GradDipEd(Japanese)

Teacher

Sonya Solowko
BA, DipEd, MA

Teacher

Megan Supple
BHealthPhyEd, CertIII SportRec

Teacher

Wendy Wang
BEEd

Teacher

Sam Watkins
BSci, GradDipEd, MSci

Teacher

Gwelda Weghorn
BA, DipTchg, BSpEd, MEd

Teacher

William Whitelaw
BA, MTeach(Secondary), CertIV Engineering
and Mechanical Trade

Teacher

David Wilkie
BSci, GradDipEd, MEdPolicy, MBA

Teacher

Abigail Wraith
BSc, DipEd

Teacher

Bonnie Yue
BA(Hons), GradDipEd

Teacher

Yan Zhang
BSci, MTeach(Secondary)

School Assistants

Food Studies Assistant

Helen Anternes
BSc

Library Assistant

Imogen Armstrong-Orr
BArts

Library Assistant

Callie Beuermann
Bcomms

ELC Assistant

Jessica Clarke
DipEarlyChildEdCare

Integration Aide

Wendy Soffer
BA, GradDipEd, GradCert(TESOL), CertIVTAE

Art Technician

Jacquie Owers-Gayst
BFineArts

ELC Assistant

Anne Roberts
CertIII(ChildCare)

Laboratory Manager

Brema Samuel
BSc(Hons), DipEd, BEdStuds

Before School Care / Prep Assistant

Manisha Sharma
BA, DipSec, MPerMan, DipChildServ, CertEd(In-
tAide), CertIIIBA

Library Technician

Pamela Streets
CertIV(AlliedHealth)

Yr 1 Classroom Assistant

Susanna Tam
CertIIIEdSupp, BA

ELC Assistant

Melanie Tambakis
BEarlyChildEd, DipChildServ

ELC Assistant

Marilyn Ward
DipEarlyChildEdCare

Administration

PA to Deputy Principal

Vicki Coves
BA(Hons)

Administrative Assistant - Junior School

Lynda Crouch
DipSecStud

Marketing and Social Media Specialist

Casey Dean
BBus(Marketing)

Receptionist

Violet Davis-Brown

Events Assistant

Dimi Delimitrou
DipTeach

Executive Assistant to Principal

Amy Denahy
DipBusAdmin, CertGraphicDesign

Enrolments Officer

Lily Gu
BBusMan(Marketing), MMan(Marketing)

Senior School Administrator

Aliya Jackson
BSocialSci, BA

Student Services Administrator

Sarah McLaine
BBus(MarketingEventMan)

Administrative Assistant - Music School

Saffron Morgan
BA(Hons), PhD

Sports Administrator

Jenelle Morton
BExerciseSportSci, BComm/BSci, BSportExerS-
ci/BCommSportMan, MClinExerPhys

People and Culture Officer

Kim Reid
BA

Enrolments Officer

Sally Renfrey
BLaw, BComm, CPA

Accounts Assistant

Tracey Rodgers

Archivist

Sandra Turner
BA, DipEd, GradDip(Archives & RecMgt),
MInfoMnt&Sys(Reckkeep), MIS

Database Administrator

Marina Vinarskaya
BSci(Psych), MEd(Psycholinguistics, Teaching
TESOL)

Information Technology

IT Technician

Cameron Brasser
BInfoTech

AV/IT Technician

Andrew Dalmiau
AdvDip(SoundProduction), DipAudioVisualTech,
CertIVSoundProduction

Web Developer

David Leeding
BSci, DipAdvTech(Writing), DipCompProg

Systems Administrator

Patrick Pearson
AdvDip(InformationSystems), CertIVTAA,
CertIVMan

Maintenance

Maintenance Officer

Todd Freestone

Music Department

Piano Accompanist

Larissa Cox
BMusic

Support Services

School Nurse

Brenda Linsell
BLaw, GradDipLegal, GradDip(Peri-opera-
tive), BA, Midwifery, RN

RESULTS AND *Achievements*

Despite another year where COVID impacted our plans, students continued to support various organisations and participate in a number of co-curricular activities, achieving impressive results.

Academic

- Year 12, 2020 student Laura Dowd was selected for VCE Top Class, Season of Excellence.
- 64 Students competed in the Da Vinci Decathlon.
- Year 12 student Bethany Jamieson was nominated for the Young Archie Awards.
- Year 10 students, Molly Lassen, Emily Lukins and Annabel Saunders were offered a place in the Monash Scholars Class of 2021–2023.
- Two debating teams remained undefeated throughout the season. A number of Junior Debaters were recognised for their achievements in the DAV debating season: Alice Liberman, Hannah Zhang, Starla Tong, Adya Pandey, Audrey Ye and Althea Zhao
- Team Two to the Power of Eight, won the Highly Commended award in the Write a Book in a Day Competition for the VIC/TAS/SA Middle Years division for their book City Lights.
- Ali Borsaru in Year 9 and Molly Lassen in Year 10 both achieved a second prize in their age group in the Berthe Mouchette French poetry competition.
- Several Year 8 students were awarded Major Bursary prizes for their work in the Science Talent Search: Adya Pandey and Alice Liberman for their presentation into resurrection plants, and Tessa Plant for her original board game.
- Bethany Jamieson (Class of 2021) was the recipient of the Robyn Price Art Acquisition Award.
- Olivia Georgakis (Class of 2021) was the recipient of the Jan Miller Design Acquisition Award.
- Emma Huibers was selected as the Kwong Lee Dow Scholar for the Class of 2023.
- Phoebe Shumack (Class of 2021) was selected to perform in Top Class (Drama) 2022.

Sport

- Year 12 student Natasjia Voulanas, accepted a full rowing scholarship to the University of Central Florida (UCF) in Orlando.
- Year 9 student Mia Bagiartakis qualified in the GSV Finals Diving and Year 12 student Natasjia Voulanas placed 3rd in the GSV Finals Diving for Senior Diving.
- Year 12 student Natasjia Voulanas competed at the National Age Diving Championships in the Mixed Synchro and won Gold in the 14-18 Mixed category, bronze on the 1m Springboard and placed 4th in the 3m springboard.
- SSV Diving Results:
 - 9/10 Years – Division A – Jaella Koski – Placed 2nd
 - 9/10 Years – Division B – Emily Olding – Placed 2nd
 - 11 Years – Division A – Mackenzie Lehmann – Placed 1st
 - 11 Years – Division B – Claire Upjohn – Placed 3rd
 - 12 Years – Division B – Annabel Feeney – Placed 2nd
- At the GSV Finals Swimming Year 8 student Karine Tan placed 2nd place in 50m butterfly and 3rd in 50m backstroke, Year 9 student Andie Tolentino took out 2nd in the 50m freestyle and backstroke and 3rd in 50m butterfly.
- In the GSV Years 7-12 Swimming Korowa placed 1st overall in the Division 3 Championship Carnival with an incredible 50 top 3 placings out of 73 events.
- In the GSV Preliminary Cross Country Year 12 student Chloe Piggott finished 2nd place in Seniors and Year 7 student Molly Phillips finished 2nd place in Juniors.
- 21 teams comprising of 191 students participated in Winter Netball.
- In the Winter Netball competition, we achieved the following: Premierships - 8A Asteroids, 8D Suns, 6B Flames, Winter Runners-up - 9A Sapphires, 7A Hurricanes and 3rd place - 8C Stars
- Netball Winter Champion Awards included - Primary (Years 4/5/6) – Ashtyn Joyner, Junior (Years 7/8) – Heidi Leong and Intermediate (Years 9/10) – Georgia Lancaster.
- Year 11 student Madi Sparrow and Year 12 student Jordan Sparrow achieved Umpire C Netball badges.
- Korowa finished 6th in the Junior School District Netball.
- 128 students participated in 15 teams in Spring Netball.
- 32 students participated in the 'Learn to Play' Years 2 and 3 Junior Netball program.
- In GSV, we had the following participants – 57 participated in softball, 42 students in Tennis, 65 played Netball, 49 played Australian Rules Football and 42 students competed in the Triathlon in the 300m/10km/2km Team Sprint and Individual Event.



Rowing

- 56 students competed in the 2021 Head of Schoolgirls' Regatta on the Barwon River.
- Korowa's six best rowers competed in the 2021 Australian Rowing Championships held in April at Lake Barrington, Tasmania with the Quad finishing 6th in the B Final and the single sculler winning her B final.
- Throughout lockdowns, Intermediate and Senior rowing squads continued to train online, competing in the virtual Head of the Charles regatta, topping the Rowing Victoria Active Minutes Challenge for the most active minutes per person and competing in the Rowing Australia National Indoor Rowing Championships.
- At the Melbourne Head Race, seven quads competed and silver was awarded to both the double and single scullers.
- At the Barwon Regatta, the Year 10 Division 1 crew raced in a senior event and won gold, the Under 15 coxed quad and the Under 15 single scull both won gold in the club event.
- Year 12 student Natasjia Voulanas won gold in the single at the Ballarat Regatta.
- At the Morongo Regatta, Korowa won silver in the single and achieved a C final win for the Division 1 Year 9 girls.



Service

- At the end of Term 1 the whole school participated in a food drive to support the local Malvern Emergency Food Program.
- Funds were raised for the TearFund India COVID appeal which helped to provide sanitised water stations, PPE for hospital staff and much needed medical equipment in the hospitals that TearFund work in for COVID patients.
- As part of the Harry Potter week in the Learning Commons, a 'Dobby Sock drive' was run with all socks donated to 300 Blankets, an organisation that supports homeless people sleeping on the streets in the Melbourne CBD.
- We continued to financially support the Cambodia Children's Fund and The Fred Hyde School in Bangladesh.
- We continued to support financial scholarships so that students could access education at the school in Timor Leste.
- We participated in a reverse Advent Calendar initiative supporting the Djirra Organisations that work with Indigenous Women experiencing challenges due to Domestic Violence.

Staff

- Korowa was recognised as one of Australia and New Zealand's Best Places to Work making the prestigious annual list, published by The Australian Financial Review and Boss Magazine. Korowa was the only school, ranked in the Government, Education and Not-For-Profit list, from nearly 1000 nominated organisations.
- Korowa was selected for The Educator's Employer of Choice 2021 list.
- Xenia Pappas was the lead author for the Unit 1 & 2 text and a contributing author for the Unit 3 & 4 text for the Nelson VIC Science Biology for VCE series.
- Xenia Papas presented a Webinar related to her Biology textbook.
- Emma Ford and Paul Kupsch were invited to present at the Annual Psychology Teachers' Conference.
- Jenny Mathers presented the Master of Teaching pre-service Music Teachers with an overview of planning and preparation for teaching voice, leading choirs and including voice as a key component of school music programs.
- The following staff achieved the Monash University certificate in Adolescent counselling: Niki Cook, Alicia Mein, Kate Tanner and Shannon Whithouse. Natalie Ward completed a Mental health first aid Certificate.
- Candice Egan and Nicola Devlin were selected as the Victorian Academy of Teaching and Leadership's inaugural Teaching Excellence Program candidates.
- Niki Cook had her Insight study guide published for text 'Growing up Asian in Australia'

Music

- There were 193 private lesson enrolments (not including the compulsory instrumental programs at Year 2, 3, 5 and 6). Enrolments have increased since 2020.
- 226 students enrolled in co-curricular ensembles (not including Years 3-6 Singing, Mini Singers, Year 6 Band or Years 7 and 8 Classroom Ensembles)
- AMEB (Australian Music Examinations Board) examinations would usually be spread throughout the year however, due to COVID restrictions, students had to enter the examination by submitting a video performance. We are delighted to share that six students received an A+ (High Distinction) and 12 students an A (Honours).
- As was the case in 2020, many of our cornerstone activities this year were severely altered by ongoing lockdowns. However, a 'live' Jazz Night was held in early May, with notable achievements being the vastly improved standard of the saxophones, and very strong soloists on a wide range of instruments.
- Our two senior String Quartets entered "Strike a Chord" – Musica Viva's National Chamber Music Championship which largely consisted of ensembles from University students around Australia. Both groups achieved a Bronze Award.
- Due to COVID restrictions the Gala Performing Arts Concert was recorded live and the filmed concert shared with our community. This concert included exceptional VCE Music performances, Drama and Dance performances and all of our String Ensembles, including Chamber Strings.
- As wind players and choirs were unable to sing at this time, these students performed through virtual ensembles. The combined Wendy Taylor (formerly Menuhin) Orchestra and Wind Symphony recorded 'Into the Clouds' using a click track and was shared at Celebration Assemblies.
- Years 9 -12 Koristers had the opportunity to sing the 2020 version of the School Hymn which was recorded for end of year events.
- Korowa Performs was launched and provides weekly performance opportunities for students at lunchtimes. Students can sign up when they feel they are ready to perform. 155 students played or sang at Korowa Performs, from Years 1 to 11 including four groups (clarinet ensemble, flute ensemble, string group, brass ensemble – not including all Year 8's completing their dance assessment as part of Korowa Performs at lunchtime). We had two online performances in Term 3 during lockdown.
- The Music Department provided all performances at Celebration Assemblies – mostly soloists, but Year 7 Classroom Gamelan ensemble performed at the Cripps Celebration.

NAPLAN Results

At Korowa we firmly believe that solid literacy and numeracy skills form the basis of a sound education. Each year all students in Years 3, 5, 7 and 9 undertake the national literacy and numeracy (NAPLAN) tests which provide an indication of student achievement in these areas. The tests are only one measure and should therefore not be considered to provide a global picture of individual achievement.

In 2021, Korowa's results were outstanding, placing us in the top 10 schools in the State based on the average numeracy and reading scores. Despite two years of lockdowns, our students have continued to perform consistently well, with significant improvements in a number of areas as a result of exemplary teaching, and strategies implemented to support our students' learning.

Three-year trends (scaled scores):

Year 3

		2018	2019	2020	2021
Reading	State	448	447		452
	Korowa	500	490		517
Writing	State	422	435		433
	Korowa	459	459		481
Spelling	State	426	428	N/A	431
	Korowa	474	469		490
Grammar & Punctuation	State	441	454		446
	Korowa	477	529		548
Numeracy	State	419	421		414
	Korowa	456	474		472

Year 7

		2018	2019	2020	2021
Reading	State	548	552		552
	Korowa	618	620		596
Writing	State	514	523		529
	Korowa	576	590		573
Spelling	State	547	548	N/A	552
	Korowa	603	610		601
Grammar & Punctuation	State	549	546		539
	Korowa	626	625		604
Numeracy	State	556	562		559
	Korowa	625	641		629

Year 5

		2018	2019	2020	2021
Reading	State	521	516		523
	Korowa	590	565		579
Writing	State	479	487		489
	Korowa	532	525		546
Spelling	State	508	506	N/A	506
	Korowa	569	563		543
Grammar & Punctuation	State	512	507		513
	Korowa	611	580		594
Numeracy	State	504	507		506
	Korowa	579	578		572

Year 9

		2018	2019	2020	2021
Reading	State	591	587		584
	Korowa	651	640		659
Writing	State	551	558		554
	Korowa	608	608		627
Spelling	State	586	585	N/A	586
	Korowa	642	632		653
Grammar & Punctuation	State	584	577		583
	Korowa	649	641		666
Numeracy	State	603	599		593
	Korowa	669	646		663

VCE RESULTS AND POST-SCHOOL *Achievements*

ATAR Results

99+

11.7% STUDENTS

95+

40.3% STUDENTS

90+

61% STUDENTS

70+

97.4% STUDENTS

91.85

MEDIAN ATAR

100%

RECEIVED A
TERTIARY OFFER

99.7

Charlotte Li (Class of 2021)
Dux

50

THREE PERFECT
STUDY SCORES

Emily Cox (Class of 2021)
Media

Madeleine Cleeve (Class of 2021)

Health and Human Development

Eloise Auwardt (Class of 2022)

Biology

Korowa Anglican Girls' School has a reputation for consistently strong academic performance and this year was no exception despite the fact that this year level has spent their entire VCE years impacted by a global pandemic.

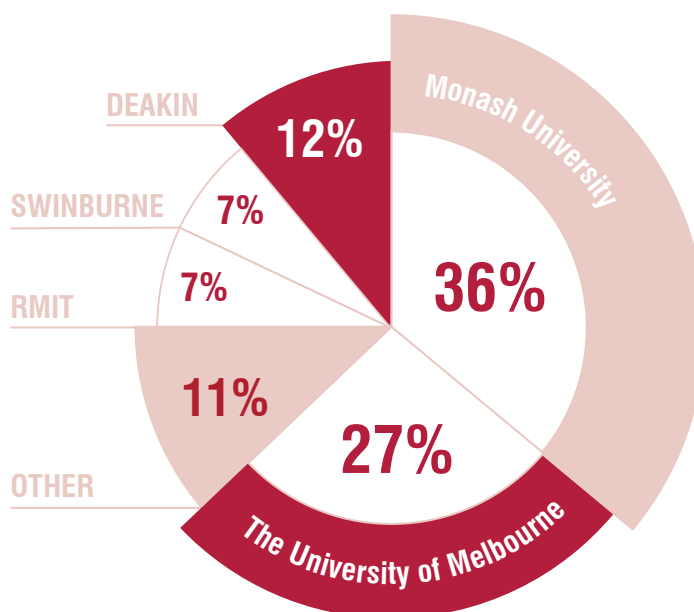
While we are thrilled with our results, at Korowa it not just about the ATAR. It is about providing our students with an education that develops people of good character, who are prepared for their future and ready to make a difference in the world. Our students have continued to achieve across the board, from the sports field to the design studio and the stage.

We congratulate the Class of 2021 students. Our students continue to follow their passions, selecting courses across a wide variety of areas, including offers for direct-entry Medicine, Commerce, Arts, Science, Biomedicine, Law, Engineering, and Design to name a few.

Offers by Field of Education

- 24% Commerce, Business & Global Studies
- 21% Arts, Law & Teaching
- 18% Science, Computer Science & Engineering
- 10% Medicine, Biomedicine, Biomedical Science & Pharmacy related
- 15% Allied Health, Health Science, Nursing, Paramedicine & Exercise and Sport Science
- 12% Fine Art, Design, Media and Communications & Patisserie and Commercial Cookery

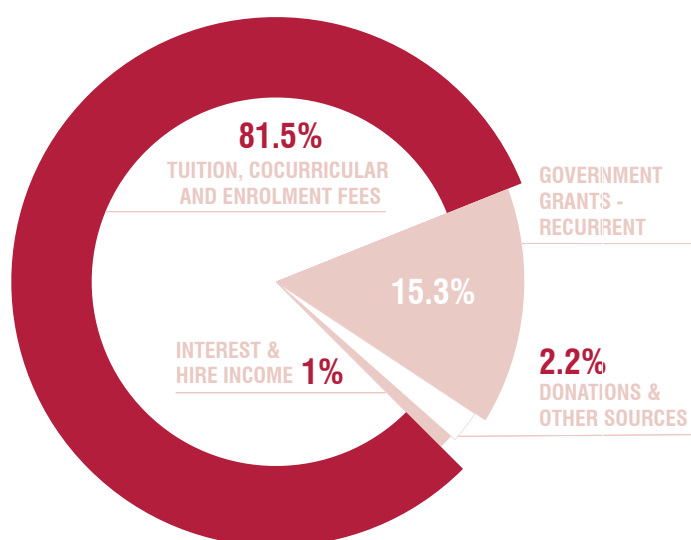
First Round Offers - based on institution



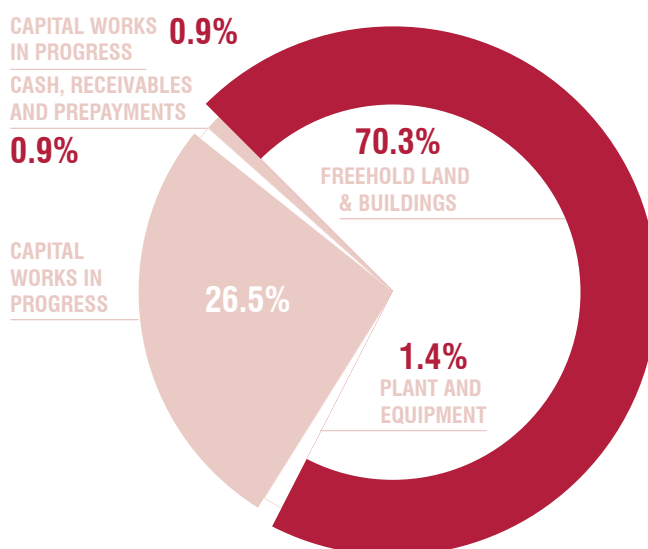
OUR *Finances*

Korowa Anglican Girls' School is a not for profit organisation that seeks to generate an annual surplus when possible to support the investment into ongoing development and improvements to programs, facilities and buildings.

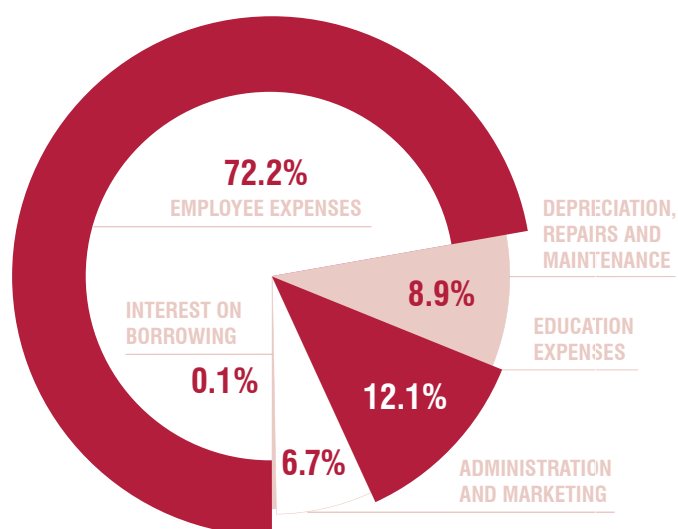
Revenue for the Year Ended 31 December 2021



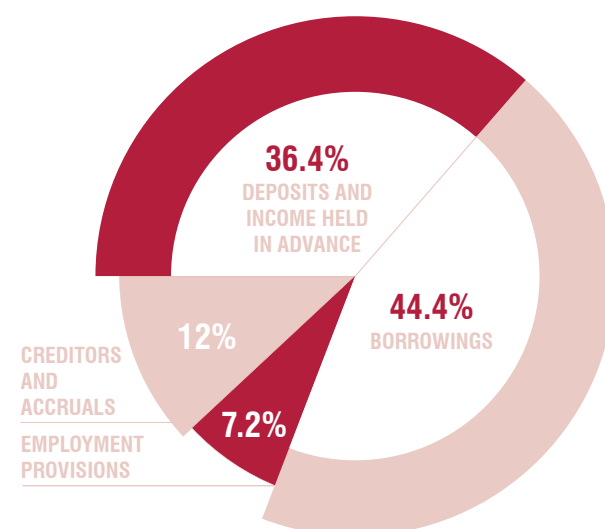
Assets for the Year Ended 31 December 2021



Expenses for the Year Ended 31 December 2021



Liabilities for the Year Ended 31 December 2021







KOROWA

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